

Mandatory Corporate Action Plans for Women's Advancement — Japan's Women's Participation Act (2016)

Gender Equality · Good practice · Japan

Quality score: 52/100

Evidence strength: Moderate

Summary

Japan's 2015 act requires companies with 100+ staff to publish gender data and submit action plans. Female managers rose from 6.2% (2012) to 9.8% (2023) and employment reached 73.3% (2021), but the 30% management target for 2020 was not met — an instructive case.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Ministry of Health, Labour and Welfare \(MHLW\), Japan](#) — accessed 2026-06-23

[MHLW — Women's Employment Policy](#) — accessed 2026-06-23

[Cabinet Office — Act on Promotion of Women \(English summary\)](#) — accessed 2026-06-23

[WEPs — Japan Act profile](#) — accessed 2026-06-23

[Nippon.com — Female manager ratio 9.8%](#) — accessed 2026-06-23

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